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Education

Cornell University, New York State School of Industrial and Labor Relations (1972-1977; Ph.D. January 1980)
Major: Organizational Behavior Minors: Sociology and Social Psychology

University of California, San Diego (1965-1971)
Major: Philosophy (M.A. December 1969)

University of Pittsburgh (1964-1965)
Major: Philosophy

Antioch College (1958-1965)
Major: Philosophy (A.B. June 1965)

Teaching Experience

Oakland University, 1977-present

Engineering Management Program, Oakland University - Technical University of Vienna (Austria), 1996-2004.

Institute for Enterprise Management and Engineering, Pristina, Kosovo, 2004.

State University of New York, Binghamton, School of Management, Visiting Lecturer, Fall 1976

University of California, San Diego, Teaching Assistant in the Humanities program, 1966-1970

Industrial Experience

Faculty internship, Pilot Plant Operations, Chrysler Technology Center, Auburn Hills, Michigan. Summer 1996.

Editorial Activity

Guest editor (with Marianna Fotaki and Susan Long) *Organization Studies* Special Issue On: Psychoanalytic Perspectives on Organizations: What Can Psychoanalysis Offer Organizations Today?'

Publications

Books

Society against Itself: Political Correctness and Organizational Self-Destruction. London: Karnac, October, 2010

The Revolt of the Primitive: An Inquiry into the Roots of Political Correctness and Primitive Feminism. Paperback edition, with a new introduction, Piscataway, NJ: Transaction Publishers, September 2003. Hardcover edition, Westport, CT: Praeger, May 2001.

Organizations in Depth by Yiannis Gabriel with Larry Hirschhorn, Marion McCollom Hampton, Howard S. Schwartz, and Glenn Swogger, Jr. London: Sage, 1999.

Narcissistic Process and Corporate Decay: The Theory of the Organization Ideal. New York: New York University Press, 1990. Paperback edition, 1993.

Articles, Chapters

An Inversion of Power: An Analysis of the British Riots of 2011 (with Andreas Liefooghe) in *Psychoanalytic Essays on Power and Vulnerability*. edited by Halina Brunning. London:Karnac, 2013 (forthcoming)

Anti-Oedipal Forces in the Sub-prime Mortgage Debacle in *Towards a Socioanalysis of Money, Finance and Capitalism: Beneath the Surface of the Financial Industry* edited by Susan Long and Burkard Sievers. Routledge International Studies in Money and Banking, London: Routledge, 2011.

Narcissism Project and Corporate Decay: the Case of General Motors, Republication in *The Psychoanalytic Perspective on the Turbulent World*, edited by Halina Brunning and Mario Perini, London: Karnac, 2010

Political Correctness as Politics in *Political and Civic Leadership,* edited by Richard A. Couto. SAGE Publications, 2010

Antioch Self-Destructs. *Academic Questions*. Summer, 2009. 22(3): 314-326.

Organization and meaning: A multilevel psychoanalytic Treatment of the Jayson Blair scandal at *The New York Times*, with Larry Hirschhorn. *International Journal of Organization Theory and Behavior*, 12 (3), 2009: 441-474

Diversity in *Organizing Words: A Critical Thesaurus for Social and Organisation Studies*, edited by Yiannis Gabriel, Oxford University Press, 2008

Religion Against Itself: The Revolt of the Elite of the United Church of Christ. *Praesidium: A Journal of Literate and Literary Analysis*. 7 (1), 2007: 1-35

Organization in the Age of Hysteria, *European Journal of Psychoanalysis*, 20 (1), 2005: 41-71.

Narcissistic Leadership in *Encyclopedia of Leadership*, edited by James McGregor Burns, George R. Goethals, and Georgia Sorenson. Berkshire Publishing Group/ Sage, 2004.

Political Correctness and Organizational Nihilism, *Human Relations*, 55 (11), 2002: 1275-1294.

Individual and Organization, (with Yiannis Gabriel) in *Organizations in Depth* by Yiannis Gabriel with Larry Hirschhorn, Marion McCollom Hampton, Howard S. Schwartz, And Glenn Swogger, Jr. London: Sage, 1999: 58-80.

Introduction: Psychoanalysis and Organization, (with Yiannis Gabriel) in *Organizations in Depth* by Yiannis Gabriel with Larry Hirschhorn, Marion McCollom Hampton, Howard S. Schwartz, And Glenn Swogger, Jr. London: Sage, 1999: 1-12.

Organizations, from Concepts to Constructs: Psychoanalytic Theories of Character and the Meaning of Organization, with Yiannis Gabriel. *Administrative Theory and Praxis,* 21 (2), 1999: 176-192.

Psychodynamics of Political Correctness, *Journal of Applied Behavioral Science*, 33 (2) 1997: 132-148.

Response to Professor Latting, *Journal of Applied Behavioral Science*, 33 (2), 1997: 158-9.

Organizational Decay, in *Dictionary of Business Ethics*, edited by Edward Freeman and Patricia Werhane, London, Blackwell's, 1997. (Second edition, 2004)

The Sin of the Father: Reflections on the Roles of the Corporation Man, the Suburban Housewife, their Son and their Daughter in the Deconstruction of the Patriarch *Human Relations,* 49 (8), 1996: 1013-1040.

Masculinity and the meaning of work: A response to Manichean feminism, *Administration and Society*, 27 (2), 1995, 249-274.

Response to criticism, *Administration and Society*, 27 (2), 1995, 299-304.

Acknowledging the dark side of organizational life, in *In Search of Meaning: Managing for the Health of Our Organizations, Our Communities, and the Natural World*, edited by Thierry C. Pauchant, San Francisco: Jossey-Bass, 1994: 224-243

Narcissistic emotion and university administration: An analysis of 'Political Correctness,' in *Emotion in Organizations*, edited by Stephen Fineman, Sage, 1993: 190-215.

Deconstructing my car at the Detroit Airport, *Organization Studies,* 14 (2), 1993: 279-281.

Narcissism project and corporate decay: The case of General Motors, *Business Ethics Quarterly*, 1 (3), 1991, 249-268.

Narcissism project and corporate decay: The case of General Motors, in Richard M. Coughlin (ed.) *Socio-Economic Perspectives 1990* Armonk, NY: M.E. Sharpe. 1991.

Organizational disaster and organizational decay: The case of the National Aeronautics and Space Administration, *Industrial Crisis Quarterly*, 3 (4), 1989, 1-16.

The symbol of the space shuttle and the degeneration of the American dream, Journal of *Organizational Change Management,* 1 (2), 1988, 5-20. [This article has been republished in *Symbols and Artifacts: Views of the Corporate Landscape*, edited by Pasquale Gagliardi, Berlin: Walter de Gruyter & Co., 1990, 303- 322.

Antisocial actions of committed organizational participants: An existential psychoanalytic perspective, *Organization Studies*, 8 (4), 1987, 327-340. (Reprinted in *Organizational Identity: A Reader*, edited by Mary Jo Hatch and Majken Schultz. Oxford, UK: Oxford University Press, 2004 (in press).

On the psychodynamics of organizational disaster: The case of the space shuttle Challenger, *The Columbia Journal of World Business*, XXII (1), Spring 1987, 59-67.

The clockwork or the snakepit: An essay on the meaning of teaching organizational behavior, *Organizational Behavior Teaching Review,* XI (2), 1987, 19-26.

On the psychodynamics of organizational totalitarianism, *Journal of Management*, 13 (1), 1987, 41-54.[Republished in *Psychodynamics of Organizations*, edited by Larry Hirschhorn, Philadelphi: Temple University Press, 1993]

Rousseau's Discourse on Inequality revisited: Psychology of work at the public-esteem stage of Maslow's hierarchy, *International Journal of Management*, 4 (2), 1987, 180-193.

Totalitarianism and cultural engineering (part two), *Dragon: The Journal of the Standing Conference on Organizational Symbolism*, number 7, 1986, 24-48.

Totalitarianism and cultural engineering (part one), *Dragon: The Journal of the Standing Conference on Organizational Symbolism*, number 6, 1986, 78-100.

Immoral actions of organizationally committed individuals: An existential psychoanalytic perspective, *Academy of Management Best Papers Proceedings*, American Academy of Management, 1986, 321-325.

The usefulness of myth and the myth of usefulness: A dilemma for the applied organizational scientist, *Journal of Management*, 11 (1), 1985, 31-42.

Maslow and the hierarchical enactment of organizational reality, *Human Relations*, 36 (10), 1983, 933-956.

A theory of deontic work motivation, *Journal of Applied Behavioral Science*, 19 (2), 1983, 203-214.

Job involvement as obsession-compulsion, *Academy of Management Review*, 7 (3), 1982, 429-432.

A cross-cultural investigation of the relative importance of child-rearing and socio-economic antecedents of field-dependence-independence, with Albert N.B. Nedd), The *Journal of Psychology*, 96, 1977, 63-70.

Book Reviews and Review Essays

The Remembrance of Things Past in Organization Theory, Review of *Memory as a Moral Decision*, by Steven P. Feldman. *Business Ethics Quarterly*, 2004.

The Succession of Orthodoxies about Sexual Difference: A Review of *Biology at Work: Rethinking Sexual Equality*, by Kingsley R. Browne. *Contemporary Psychology*, 49 (3), 2004, 327-329

Grandiose Unhappiness, Review of Blinded by the Right: The Conscience of an Ex-Conservative, by David Brock. *Sexuality and Culture*. Spring, 2003: 79-83.

Review of Haridimos Tsoukas, *New Thinking in Organizational Behavior*, in *Management Learning*, 1995, 393-4.

Review article, *The Postmodern Organization: Mastering the Art of Irreversible Change*, by William Bergquist; *Managing in the Postmodern World: America's Revolution against Exploitation,* by David M. Boje and Robert F. Dennehy. *Academy of Management Review*, January 1995, 215-221.

Review of Larry Hirschhorn, *The Workplace Within: Psychodynamics of Organizational Life* in *Journal of Management* 16 (1), March 1990, 205-6.

Review of Stanley M. Davis, *Future Perfect,* in *Human Resource Management,* 28 (1), Spring, 1989, 145-147.

Review of Abraham K. Korman, *The Outsiders: Jews in Corporate America*, in *Academy of Management Review*, 14 (3), 1989, 303-305.

Review of Donald A. Schon, *The Reflective Practitioner: How Professionals Think in Action,* in *Administrative Science Quarterly,* 32 (4), 1987, 614-617.

Review of Manfred F.R. Kets de Vries and Danny Miller, *The Neurotic Organization in Administrative Science Quarterly*, 30 (3), 1985, 439-442.

Review of Kenwyn K. Smith, *Groups in Conflict: Prisons in Disguise*, in *Administrative Science Quarterly,* 29 (1), 1984, 138- 142.

Tautology in action, review of Richard E. Boyatzis, *The Competent Manager: A Model for Effective Performance*, in *Contemporary Psychology*, 28 (1), 1983, 53-54.

Review essay of Marvin D. Dunnette (Ed.) *Handbook of Industrial and Organizational Psychology*, (with Tove Helland Hammer, John Anderson, Michael Gurdon, Todd Jick, Andre Petit, Robert Stern, and Yoav Vardi), in *Administrative Science Quarterly*, 22 (1), 1977, 151-170.

Review essay: Psychological assumptions and utopian aspirations -- A critique of *Work in America*, (with Leopold W. Gruenfeld), in *Administrative Science Quarterly*, 20 (1), 1975, 126-130.

Unpublished Writings:

The Conflict between Workers at the Pilot Plant and Vehicle Engineering, prepared for Linda Petro, Manager, Pilot Plant Operations, Chrysler Technology Center, Auburn Hills, Michigan, September 1996.

Presentations

The Nurturance of Chaos: An analysis of the British riots of August 2011 (with Andreas Liefooghe) International Society for the Psychoanalytic Study of Organizations, San Diego, California. June, 2012

Anti-oedipal psychology and the crisis of hope: Psychodynamics of the anti-bullying movement and implications for organization. International Society for the Psychoanalytic Study of Organizations. Melbourne, Australia, June 2011.

The anti-bullying movement and anti-oedipal psychology. Vulnerable Selves, Disciplining Others. Birkbeck College, University of London, England, May, 2011

Anti-oedipal Forces in the Sub-prime Mortgage Debacle. International Society for the Psychoanalytic Study of Organizations. Elsinore, Denmark, June 2010.

Religion against Itself: Psychodynamics of Some Television Commercials Produced by the United Church of Christ. International Society for the Psychoanalytic Study of Organizations. Toledo, Spain. June 2009.

Meaning and Nihilism: Political Correctness and the Self-Destruction of Antioch College. Critical Management Studies pre-Academy Workshop, Los Angeles, August, 2008.

Meaning and Nihilism: Political Correctness and the Self-Destruction of Antioch College. International Society for the Psychoanalytic Study of Organizations, Philadelphia, June 2008.

Religion against Itself: The Revolt of the Elite at the United Church of Christ. Center for the Study of Organizational Change. Columbia, Missouri, October, 2006

Utopian Psychology and the Expulsion of Objective Truth: CBS News and the Killian Memo Debacle. Critical Management Studies Conference. Cambridge, England. July, 2005

Hysteria and Truth in the Politically Correct Organization: The Case of the Burkett Memo Debacle at CBS News. International Society for the Psychoanalytic Study of Organizations, Baltimore, Maryland. June, 2005

Magic and Organization in the Age of Hysteria. European Group on Organizational Studies, Ljubljana, Slovenia, July, 2004.

Organization in the Age of Hysteria. International Society for the Psychoanalytic Study of Organizations, Coesfeld, Germany, June 2004.and at Center for the Study of Organizational Change. Columbia, Missouri, October, 2005

Too hot to handle and political correctness, contribution to a debate on the proposition In organizations, some ideas are too hot to handle. International Society for the Psychoanalytic Study of Organizations. Boston, MA, June, 2003.

Political correctness, the deconstruction of the patriarch, and the destruction of organizational knowledge. European Group on Organizational Studies, Barcelona, Spain, July, 2002.

Two forms of organizational decay International Society for the Psychoanalytic Study of Organizations. Paris, France, June, 2001.

Political correctness and organizational decay International Society for the Psychoanalytic Study of Organizations. London, England, June, 2000.

Political correctness and organizational decay. Second Annual Fall Colloquium in Organizational Psychodynamics, Center for the Study of Organizational Change, University of Missouri-Columbia, September, 1998.

Organizations, from concepts to constructs: Psychoanalytic theories of character and the meaning of organization. (with Yiannis Gabriel) International Society for the Psychoanalytic Study of Organizations, Jerusalem, Israel, June, 1998.

The researcher as recovering neurotic (part of a panel on the psychoanalytic approach to research in organizations). International Society for the Psychoanalytic Study of Organizations, Jerusalem, Israel, June, 1998.

The Power of the Virgin: Psychodynamics of sexual politics and the issue of women in combat. Fall Colloquium in Organizational Psychodynamics, Center for the Study of Organizational Change, University of Missouri-Columbia, September, 1997.

The Power of the Virgin, Standing Conference on Organizational Symbolism. Warsaw, Poland, June, 1997.

Psychological regression in the Politically Correct university. American Academy of Management, Cincinnati, Ohio, August, 1996.

The Sin of the Father: Reflections on the roles of the corporation man, the suburban housewife, their son, and their daughter, in the deconstruction of the patriarch. International Society for the Psychoanalytic Study of Organizations, New York, New York, June, 1996.

The Sin of the Father: Reflections on the roles of the corporation man, the suburban housewife, their son, and their daughter, in the deconstruction of the patriarch. Asian- Pacific Researchers on Organization Studies, Cuernavaca, Mexico, December, 1995.

The Sin of the Father International Society for the Psychoanalytic Study of Organizations, London, England, July, 1995.

Reconciliation with the father: An agenda for post-modern management education, American Academy of Management, Dallas, Texas, August, 1994.

Psychological regression in the politically correct university, Standing Conference on Organizational Symbolism, Calgary, Canada, July, 1994

Masculinity and the meaning of work: A response to Manichean feminism, International Society for the Psychoanalytic Study of Organizations, Chicago, June, 1994.

Some psychodynamic aspects of political correctness, International Society for the Psychoanalytic Study of Organizations, Chicago, June, 1994.

Conversation hour with the author of *Narcissistic Process and Corporate Decay*, Organizational Behavior Teaching Conference, Bucknell University, June, 1993.

Presentation as part of a panel on teaching socio-economics, Society for the Advancement of Socio-Economics, New York, New York, March 1993.

Male psychology and the emotional basis of work, at the Standing Conference on Organizational Symbolism, Lancaster, England, July, 1992.

Comments on Organizational effects of executive narcissism by Jeffrey Kahn and Mark Unterberg, at the International Society for the Psychoanalytic Study of Organizations, New York, June, 1992.

Male sexuality and the emotional basis of work, at the Public Administration Theory Network, Chicago, Illinois, April, 1992.

Male sexuality and the emotional basis of work, at the Society for the Advancement of Socio-Economics, Irvine, California, March, 1992.

Motivation theory and the dark side of organizational life, at the American Academy of Management, Miami, Florida, 1991.

Organizational decay and the loss of reality at the National Aeronautics and Space Administration: Some considerations for the postmodernists, at the 8th International Congress of the Standing Conference on Organization Symbolism, Copenhagen, Denmark, June 1991.

Male sexuality, work, and organization, at the Members' Session, International Society for the Psychoanalytic Study of Organizations, Boston, May 1991.

Organizational decay: A problem that affects every area of organizational functioning, American Production and Inventory Control Society, Detroit Chapter, December 1990.

Sources of conflict in the symbolically managed organization: A psychoanalytic perspective, at the American Academy of Management, San Francisco, August 1990.

Narcissistic process and corporate decay: The case of General Motors, at the Society for Business Ethics, San Francisco, August 1990.

Alcoholics Anonymous and recovery from Narcissistic decay processes in organizations, at the Thirteenth Annual Scientific Meeting of the International Society of Political Psychology, Washington D.C., July, 1990.

Addiction and recovery, at the Members' Session of the Fourth Annual Conference of the International Society for the Psychoanalytic Study of Organizations, Montreal, Canada, March 1990.

Narcissism project and corporate decay: The case of General Motors, at the Second Conference on Socio-Economics, George Washington University, Washington D.C., March 16-18, 1990.

A theory of organizational decay, a seminar at the Amos Tuck School, Dartmouth College, Hanover, New Hampshire, November 30, 1989.

Mythological dimensions of the American work organization, at the Meadowbrook Institute for Ecumenical and Technological Culture, Rochester, Michigan, November 3, 1989.

The role of supervision in 'self-managing' workgroups: A psychodynamic perspective, American Academy of Management, Washington, D.C., August, 1989.

Totalitarian management and organizational decay: The story of General Motors as told by John Z. De Lorean, invited presentation for the Ninth Colloquium of the European Group on Organizational Studies, Berlin, Federal Republic of Germany, July, 1989.

Totalitarian management and organizational decay: The case of the National Aeronautics and Space Administration at the Fourth International Conference on Organizational Symbolism and Corporate Culture of the Standing Conference on Organizational Symbolism, INSEAD, Fontainebleau, France, June, 1989.

Totalitarian management and organizational decay, at the Members' Session, Third Annual Meeting of the International Society for the Psychoanalytic Study of Organizations, William Alanson White Institute, New York City, November, 1988.

The symbol of the space shuttle and the degeneration of the American dream, at the American Sociological Association meetings, Atlanta, Georgia, August 1988.

Negotiations and their discontents, a contribution to a Preprogram panel titled Taking Stock: Translating What We Know about Conflict and Negotiations into Managerial Practice, sponsored by the Harvard Program on Negotiation, American Academy of Management, Anaheim, California, August 1988.

The management of illusion: Some practical consequences, at the meetings of the International Society of Political Psychology, Meadowlands, New Jersey, July 1988.

Psychodynamic aspects of organizational culture, a contribution to a panel on organizational culture in the classroom, Organizational Behavior Teaching Conference, Los Angeles, June 1988.

The symbolism of the space shuttle and the degeneration of the American dream, at the Members' Session, Second Annual Meeting of the International Society for the Psychoanalytic Study of Organizations, New York City, October 1987.

Symbolic management and totalitarianism: Implications for organizational practice, at the American Academy of Management, New Orleans, July 1987.

Case history of a snakepit: The merger of GM and EDS, at the meetings of the International Society of Political Psychology, San Francisco, July 1987.

The symbolism of the space shuttle and the deconstruction of the American dream, at the Third International Conference on Organizational Symbolism and Corporate Culture, Standing Conference on Organizational Symbolism, Milan, Italy, June 1987.

The dialectic of the clockwork and the snakepit, at the Organizational Behavior Teaching Conference, Waltham, Massachusetts, May 1987.

The myth of the effective organization: An existential psychoanalytic perspective (On the psychodynamics of organizational disasters). at the Symposium on Organizational Effectiveness, First Annual Meeting of the International Society for the Psychoanalytic Study of Organizations, New York City, November 1986.

On the psychodynamics of organizational disasters: The case of the space shuttle Challenger at the Conference on Industrial Crisis Management, Graduate School of Business Administration, New York University, New York City, September 1986.

Immoral actions of organizationally committed individuals: An existential psychoanalytic perspective, at the American Academy of Management meetings, Chicago, August 1986.

Cultural engineering and organizational totalitarianism: A psychodynamic perspective, at Cultural Engineering -- the Evidence For and Against, the 1986 Annual Conference of the Standing Conference on Organizational Symbolism, Montreal, Canada, June 1986.

The clockwork or the snakepit: An essay on the meaning of teaching Organizational Behavior, at the American Society for Public Administration meetings, Anaheim, California, April 1986.

Totalitarianism and organizational enculturation, at the Conference on Critical Approaches to Organizational Theory, Baruch College of the City University of New York, New York City, September 1985.

Recent research on organizational culture and the status of action research, (with Daniel N. Braunstein) at the Meadowbrook Symposium on Collaborative Action Research in Education, Oakland University, Rochester, Michigan, January 1985.

Two psychologies of work, at the International Society of Political Psychology meetings, Toronto, June 1984.

Psychology of work at the public-esteem stage of Maslow's hierarchy: Psychodynamics of the organizational personality, at the First Cornell Symposium on Psychodynamic Approaches to Organizational Behavior and Experience, October 1983.

Job involvement, job enrichment and obsession compulsion, at the meetings of the Eastern Academy of Management, Buffalo, New York, 1980.

Professional Affiliations

International Society for the Psychoanalytic Study of Organizations (founding member)

National Association of Scholars